

# 2008-2009 PERFORMANCE PLAN – Portfolio Manager, Passive Equity (C. Guidi)

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## Quantitative Performance Measures

Weight	Factor	Performance Measure	Incentive Schedule
60%	Aggregate Return Deviation versus Benchmarks	Excess return deviation in basis points relative to: CalPERS Domestic Passive Portfolio versus CalPERS Custom Wilshire 2500 Ex Tobacco {SJ64 – Y082}	-30 basis points = 0 -10 basis points = 1.0 0 basis points = 1.5
10%	Internal Micro Cap Index	Excess return deviation in basis points relative to: Internal Micro Cap Index versus PERS Custom Microcap Index {SW9P – VEA2}	-200 basis points = 0 -100 basis points = 1.0 -30 basis points = 1.5
15%	Global Equity Performance	Excess return deviation in basis points relative to: Global Equity Performance Benchmark {GLOBLIC – CPERSGE2}	-50 basis points = 0 -10 basis points = 1.0 +15 basis points = 1.5
85%	Subtotal	Quantitative Measures	

## Qualitative Performance Measures

Weight	Factor	Performance Measure	Incentive Schedule
15%	Leadership	<i>Human Resources staff is working with the Interim Chief Investment Officer to develop the qualitative leadership performance measures which will be presented for second reading.</i>	From Schedule
15%	Subtotal	Qualitative Measures	
100%	Total	Quantitative and Qualitative Measures	